

COMMITTEE FOR NOMINATION AND REMUNERATION

As a form of implementing Good Corporate Governance (GCG), Telkom has a Committee for Nomination and Remuneration (KNR) which assists the Board of Commissioners in fulfilling its responsibilities regarding remuneration decisions, submitting Top Talent suggestions, and nominating the Board of Directors and Board of Commissioners of Subsidiaries. The existence of Committee for Nomination and Remuneration is one of Telkom's commitments so that in all its business practices it is always based on the principles of GCG, which are openness, accountability, responsibility, independence and fairness.

The formation of Committee for Nomination and Remuneration (KNR) refers to OJK Regulation No. 34/POJK.04/2015 regarding Committee for Nomination and Remuneration of Issuers or Public Companies. Internally, the provisions regarding KNR are regulated in Committee for Nomination and Remuneration Charter which was stipulated in regarding of the Board of Commissioners No. 13/KEP/DK/2018 dated December 31, 2018 regarding Charter of for Committee for Nomination and Remuneration of PT Telekomunikasi Indonesia, Tbk.

The Charter contains the work procedures for KNR, which is tasked with assisting the Board of Commissioners in supervising the qualification and nomination process, as well as the remuneration of the Board of Commissioners, the Board of Directors and executive officers. With the existence of KNR, Telkom hopes that the selection process and remuneration policy making can be carried out according to professional and independent considerations without any pressure from other parties.

KNR'S SCOPE, DUTIES, AND RESPONSIBILITIES

Committee for Nomination and Remuneration has the following scope, duties and responsibilities:

1. To prepare the policy, criteria, and selection needed for the strategic titles within the Company which is the position one layer below the Director and Executive (a member of Board of Directors and member of Board of Commissioners) of consolidated subsidiaries that refer to the principles of Good Corporate Governance.
2. To assist the Board of Commissioners together with or through the consultation with the Board of Directors to select the candidate for strategic titles within the Company (a member of Board of Directors and member of Board of Commissioners) Consolidated Subsidiaries.
3. To give recommendations to the Board of Commissioners to be conveyed to Series A Dwiwarna Shareholder's shares regarding:
 - a. The composition of the title of members of the Board of Directors.
 - b. The succession planning of members of the Board of Directors.
 - c. Assessment based on the parameter that has been prepared as the evaluation material for the capability development of the Board of Directors' members.
4. Provide recommendations to the Board of Commissioners to be submitted to the General Meeting of Shareholders through Series A Dwiwarna Shareholder regarding the policies, amount and/or structures for remuneration of the Board of Directors and the Board of Commissioners.
5. Remuneration of the Board of Directors and the Board of Commissioners in the form of salary or honorarium, allowances, and facilities that are fixed and variable incentives.
6. Review the employment contract and/or performance statement of each member of the Board of Directors.

The Chairman of KNR is responsible to coordinating and directing the implementation of the duties and responsibilities of the Committee. Then, the position of Secretary in KNR assigned to assist the Chairman in managing administration, documents, and activities. Committee members are parties who accept aspirations and formulate recommendations of the nomination and remuneration of the Board of Directors and the Board of Commissioners, and executive officers.

Referring to the Letter of SOE Minister's number S.675/MBU/10/2018, dated October 18, 2018, regarding Approval of Proposals, limitations and/or criteria for the authority of the Board of Commissioners of PT Telekomunikasi Indonesia (Persero) Tbk, it is stated that there is a division in the authority to propose the Company's representatives in the management of the Company's subsidiary, then:

1. The authority of Series A Dwiwarna Shareholder is for:
 - a. President Director and President Commissioner of the Company's Subsidiaries.
 - b. Company Management (Directors and Commissioners), with total assets \geq 50% of total parent assets and/or subsidiary revenue \geq 50% of parent revenue.
2. The authority of the Board of Commissioners of PT Telkom Indonesia (Persero) Tbk is for the Director (other than the President Director) and the Board of Commissioners (other than the President Commissioner) in the Company's Subsidiary with a total asset \leq 50% of the total assets of the Parent Company, and/or a Subsidiary with revenue \leq 50% of the Parent Company's total revenue.

As part of the follow up to the Letter of SOE Minister number S.675/MBU/10/2018, on October 18, 2018, in 2020 Committee for Nomination and Remuneration has conducted 19 Feasibility and Compliance Tests, for 22 Management positions (position target) with 76 candidates in 11 Subsidiaries.

KNR'S COMPOSITION

OJK Regulation No. 34/POJK.04/2015 regarding Committee for Nomination and Remuneration of Issuers or Public Companies stipulates that the number of members of Committee for Nomination and Remuneration is at least 3 (three) people provided that 1 (one) Chair is also an Independent Commissioner and two other members may come from members of the Board of Commissioners, parties from outside the Company, or parties holding managerial positions under the Board of Directors in charge of human resources.

Refers to these regulations, the Board of Commissioners then issued a Resolution of the Board of Commissioners No. 10/KEP/DK/2020 dated June 29, 2020 regarding Membership Composition of the Company's Nomination and Remuneration Committee of PT Telekomunikasi Indonesia, Tbk which stipulates the Members of Committee for Nomination and Remuneration as follows.

Committee for Nomination and Remuneration's Composition as of December 31, 2020

Position	Name and Double Position Status	Duties of Each Member	Term of Service
Chairman	Marsudi Wahyu Kisworo* Independent Commissioner	To be responsible to give the directions and coordination of the implementation of duty.	May 2019 - Present
Secretary	Ario Guntoro Committee Secretary	To be responsible to prepare and manage Committee administration and documentation.	Dec 2018 - Present
Members	Alex Denni* Commissioner	To be responsible to coordinate the inputs coming from the parties related to the major controlling shareholders of the issue of nomination and remuneration.	Jun 2020 - Present
	Ismail* Commissioner		May 2019 - Present
	Marcelino Rumambo Pandin* Commissioner		May 2019 - Present
	Rizal Mallarangeng* Commissioner		Jun 2020 - Present
	Chandra Arie Setiawan* Independent Commissioner		Jun 2020 - Present

Remark:

* Profile of KNR members from the Board of Commissioners can be seen on Profile of the Board of Commissioners